



SCOUTS[®]
Creating a Better World

World Organization of the Scout Movement
Organisation Mondiale du Mouvement Scout
Всемирная Организация Скаутского Движения
Organización Mundial del Movimiento Scout
المنظمة العالمية للحركة الكشفية

**World Scout Bureau, Europe Support Centres
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25 November 2016

NSO support for achieving the Regional Scout Plan

Circular 27 2016

Dear friends,

Before the Regional Conference in June, we had an open call in order to gather interest of volunteers to support the Committee as it delivers the Regional Scout Plan. That Open Call ended on 15 July. A small number of late applicants were retained and only used if there were no viable alternatives.

The process adopted was to appoint Coordinators for the 5 areas of the Operational Framework. This was conducted in conjunction with our Volunteer Management team, relevant committee members and related staff.

Then the Team Leaders were appointed involving additionally the Coordinators.

Then the Team Members were appointed involving also the Team Leaders.

At each stage contact was directly made with the applicant to verify certain information and to outline the role envisaged.

Unfortunately, the process has taken us significantly longer than we anticipated and while we still have a few spaces to fill, we are nearing the end of this phase in the operation. We sincerely apologise that our initial communication to applicants at the end of August had an unrealistic time line of appointments being made before mid-October.

We have noted the deficiencies, as well as the positive aspects of the process, and this will be reviewed thoroughly by the Committee and the Continuous Improvement area of our work so that next time we will be more streamlined and faster to meet our objectives.

Thank you for your understanding of this situation and for your continued support of what we are trying to achieve.

You will be interested to note that we received 133 applications, on time.

From these, we are pleased to advise the following appointments contained in the attached paper have been made.

Once again, thank you and your volunteers for the interest and the patience you have shown.

A message will be sent to all remaining applicants advising them of the process.

We remain at your disposal should you have further questions.

With our best wishes,

Dr Kevin Camilleri
Chairperson, European Scout Committee

David McKee
Regional Director

European Regional Volunteers 2016-2019

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|-------------------------------------------------------|----------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Educational for All | Coordinator | Elena Cabezas Alcalá (Spain) |
| Diversity & Inclusion | Team Leader | Filip de Bock (Slovenia) |
| | Team members | Lana Husagić (Bosnia & Herzegovina) |
| | | N.N. (to be identified) |
| | | N.N. (to be identified) |
| Skills for Life | Team Leader | Ida Mikkelsen (Denmark) |
| | Team members | Alexandra Diana Slabu (Romania) |
| | | Justina Baliunaite (Lithuania) |
| | | N.N. (to be identified) |
| Youth Programme | Team Leader | Adrian Suhanea (Romania) |
| | Team members | Lea Tolstrup Jensen (Denmark) |
| | | Stefano Casalini (Italy) |
| | | N.N. (to be identified) |
| Social Impact | Team Leader | Jay Thompson (United Kingdom) |
| | Team members | Tomàs Genis Galofré (Spain) |
| | | Angela Nikolikj (Former Yugoslav Republic of Macedonia) |
| | | |
| Strengthening our Organisation | Coordinator | Matthias Gerth (Switzerland) |
| Tailored Support, GSAT and Growth | Joint Team Leader | Linda Broer (Netherlands) |
| | Joint Team Leader | Jo Deman (Belgium) |
| | Team members | Alexandra Ruivo Cordeiro (Portugal) |
| | | Kristin Frilund (Sweden) |
| | | Goran Gjorgjiev (Former Yugoslav Republic of Macedonia) |
| | | Erik Adell Hellström (Sweden) |
| | | Martin Krivánek (Czech Republic) |
| | | Roman Heimhuber (Germany) |
| | | Paul Wilkinson (United Kingdom) |
| GSAT (Facilitators) | Facilitators | Frederik Fredslund Andersen (Denmark) |
| | | Andrea Demarmels (Switzerland) |
| | | Linda Wallberg (Sweden) |
| | | Gordan Gjorgjiev (Former Yugoslav Republic of Macedonia) |
| GSAT (Assessors) | Assessors | Pieter Willems (Belgium) |
| | | Erik Adell Hellström (Sweden) |
| | | Paul Wilkinson (United Kingdom) |
| | | Matthias Gerth (Switzerland) |
| | | Jo Deman (Belgium) |
| | | Jordan Bajraktarov (Staff) |
| | | |
| Spreading our Message | Coordinator | Djuna Bernard (Luxembourg) |
| Communications | <i>All appointments in process of decision</i> | |
| External Relations, Funding & Partnerships | Team Leader | Elena Sinkevičiūtė (Lithuania) |
| | Team Members | Joaquim Castros de Freitas (Portugal) |
| | | Laura Neijenhuis (Netherlands) |
| | | N.N. (to be identified) |
| | | N.N. (to be identified) |
| External Representation | Team Leader | Paddy Hennelly (Ireland) |
| | Team Members | Ville Majamaa (Finland) |
| | | Martin Meier (Liechtenstein) |
| | | Natascha Skjaldgaard (Denmark) |
| | | Pavel Trantina (Czech Republic) |
| | | Nandesh Patel (United Kingdom) |
| | | Louis Marbach (France) |
| | | Sofia Savonen (Finland) |
| | | Andreas Tzekas (Greece) |
| | | |
| Continuous Improvement | Coordinator | Máire Fitzgerald (Ireland) |
| Working Methods | Team Leader | Michael Rollinson (United Kingdom) |
| | Team Members | Marian Panait (Romania) |
| | | Alice Bergholtz (Sweden) |
| | | N.N. (to be identified) |
| Volunteer Management | <i>All appointments to be made after the current process has been concluded and assessed</i> | |
| Supporting Our Finances | <i>Appointments delayed till the appointment of the new European Treasurer</i> | |